

Department of Obstetrics and Gynecology Criteria for Appointment, Reappointment and Promotion

Unpaid Academic – Clinical Faculty

Approved April 2023

General Criteria from the University of Washington Faculty Code

A *clinical* appointment in the appropriate rank or title is usually made to a person who holds a primary appointment with an outside agency or non-academic unit of the University, or who is in private practice. Clinical faculty make substantial contributions to University programs through their expertise, interest, and motivation to work with the faculty in preparing and assisting with the instruction of students in practicum settings. The normal appointment period of a clinical faculty member shall be one year with exceptions to be reviewed by the Provost; the question of the appointment period's renewal shall be considered by the faculty of the department (or undepartmentalized college or school) in which the appointments are held. [UW Faculty Code, Chapter 24, Section 24-34-11]

<http://www.washington.edu/admin/rules/policies/FCG/FCCH24.html#2434>

In addition to clinical faculty criteria outlined in the Faculty Code, the Department of Obstetrics and Gynecology is committed to the inclusion and consideration among professional and scholarly qualifications for appointment and promotions “any contributions in scholarship and research, teaching, and service that address diversity and equal opportunity.” [UW Faculty Code, Chapter 24, Section 24-32]

<http://www.washington.edu/admin/rules/policies/FCG/FCCH24.html#2432>

School of Medicine Criteria

Clinical faculty appointments are renewed annually as provided in the Faculty Code, on the basis of continued involvement in the academic mission of the relevant departments of the School of Medicine, including teaching, research, patient care, or administration related to the relevant department's missions. At the time of initial appointment, the specific scope of responsibilities will be established by mutual agreement between the clinical faculty member and the department. These mutually agreed upon responsibilities will be reviewed annually and, if necessary, updated to form the basis for renewal or non-renewal of the clinical faculty appointment. Individuals must adhere to and are bound by UW Medicine professionalism standards as outlined in the UW Medicine Policy on Professional Conduct (<https://www.uwmedicine.org/about/policy-professional-conduct>). Promotion decisions will be based upon the quality of an individual's contributions to the academic missions of the relevant department. Time in rank alone is not sufficient for promotion.

Department of Obstetrics and Gynecology Criteria

In accord with the University's expressed commitment to excellence and equity, any contributions in scholarship and research, teaching, and service that address diversity and equal opportunity shall be included and considered among the professional and scholarly qualifications for appointment and promotion outlined below.

Appointments may be granted based on involvement with teaching, research, patient care, scholarship or equivalent administrative effort directly or indirectly benefiting the Department's academic mission.

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Individuals must meet appropriate credentials to be eligible. Individuals who are MD, DO, PA and NP, are eligible for a courtesy faculty appointment. Trainees (fellows/residents) are not eligible.

All courtesy faculty appointments will be renewed on an annual basis. Annual reappointments require verification of involvement in the Department's academic mission. The following criteria must be met for reappointments:

- Must maintain board certification/eligibility.
- Must have planned involvement in the Department during the upcoming academic year.
- Must meet the required minimum contribution hours at their current academic rank. Exceptions can be made at the discretion of the Department Chair for individuals who are not meeting the minimum hours expected due to special circumstances (e.g., individuals practicing at Hall Health, or other UW sites which require a faculty appointment).

Courtesy faculty members who are in the rank of Clinical Instructor or higher may be eligible for promotion based on the guidelines and criteria for promotion below. Exceptions to these guidelines may be made for clinical faculty members who demonstrate exceptional qualifications or participation at Clinical Instructor rank or higher. The title of Clinical Associate is not eligible for promotion.

Rank Description for Courtesy Faculty

Clinical Associate

Clinical Associate rank is for a clinician who is not a practicing MD or DO physician, and who participates in advancement of the academic mission of the Department of Obstetrics and Gynecology for a minimum of 50 hours per year. Examples of individuals in this category are NPs and PAs. Promotion for this rank is not possible.

Clinical Instructor

Clinical Instructor is the usual initial appointment unless advanced qualifications are met. Appointees must be practicing MD or DO physicians who completed residency training and board-eligible/board-certified or equivalent qualifications to be eligible for this appointment. The Department of Obstetrics and Gynecology expects a minimum involvement of approximately 50 hours per year in teaching, research, patient care, scholarship or equivalent administrative effort directly or indirectly benefiting the Department's academic mission.

Clinical Assistant Professor

Appointment to the rank of Clinical Assistant Professor will require substantial involvement in the mission of the Department and the School, which exceeds the expectations for Clinical Instructor. Appointees must be practicing MD or DO physicians who completed residency training and board-certified or equivalent qualifications to be eligible for this appointment. Promotion to the rank of Clinical Assistant Professor requires 5 years in Clinical Instructor rank, plus active participation of approximately 150 hours per year in teaching, research, patient care, scholarship or equivalent administrative effort directly or indirectly benefiting the Department's academic mission.

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Clinical Associate Professor

Appointment to the rank of Clinical Associate Professor will require substantial involvement in the mission of the Department and the School, which exceeds the expectations for Clinical Assistant Professor. Appointees must be practicing MD or DO physicians who completed residency training and board-certified or equivalent qualifications to be eligible for this appointment. Promotion to the rank of Clinical Associate Professor requires 6 years in Clinical Assistant Professor rank, plus active participation of approximately 150 hours per year in teaching, research, patient care, scholarship or equivalent administrative effort directly or indirectly benefiting the Department's academic mission.

Clinical Professor

Appointment to the rank of Clinical Professor will require substantial involvement in the mission of the Department and the School, which exceeds the expectations for Clinical Associate Professor. Appointees must be practicing MD or DO physicians who completed residency training and board-certified or equivalent qualifications to be eligible for this appointment. Promotion to the rank of Clinical Professor requires 7 years in Clinical Associate Professor rank, plus active participation of approximately 150 hours per year in teaching, research, patient care, scholarship or equivalent administrative effort directly or indirectly benefiting the Department's academic mission. The candidate should have demonstrated an above-average activity in teaching, research, patient care and/or service to community or region over an extended period of time. National or international recognition and scholarly contributions will be considered but are not mandatory.

Clinical Retiree

Appointment as a Clinical Retiree will be considered for a clinical faculty member who has retired from their outside clinical practice regular activities and whose scholarship teaching or service record has been highly meritorious. Retiree appointments will be reserved for those clinical faculty who have made sustained and substantial contributions to the mission of the Department and School. This rank requires a minimum of 10 years of prior service and achievement. The candidate will continue their retiree status at their current rank and will no longer be eligible for promotion. The appointment will be renewed annually as the department sees fit.

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